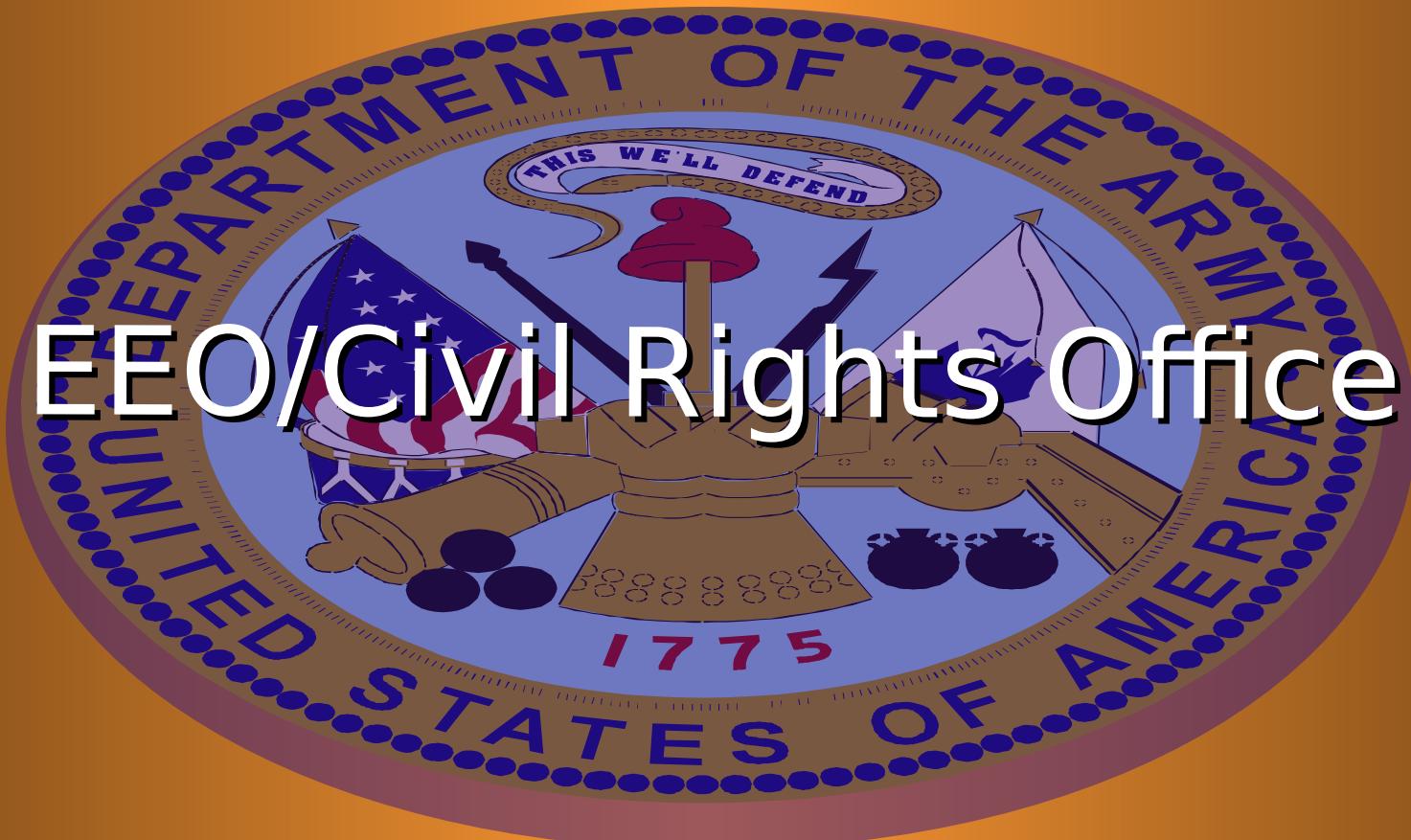


# Department of Army Minority College Relations Workshop

EEO/Civil Rights Office



Ms. Yolanda Maldonado  
Acting Deputy for Outreach and Special  
Emphasis

# EEO Strategic Vision A Model Employer

*with*

A Diverse and Effective

Workforce

*that is*

Founded Upon Equality of



# EEO Goals

Army Equal Employment Opportunity professionals  
are *experts* in their field.

A work environment free of *unlawful discrimination*.

Equal Employment Opportunity institutionalized as  
an *integral* part of the Army mission.

A work force reflective of our Nation's *diversity*.



# EEO Agency Mission

EEO Information Systems

Affirmative Employment

Program Evaluations

EEO Support Agreements

EEO Awards

EEO Training

Special Emphasis & Employment Program Reporting Requirements



Develop Army-wide Policy & Issue Directive



# EEO RESPONSIBILITIES

## \*Assistant Secretary of Army, Manpower & Reserve Affairs - ASA (M&RA)

- Has overall responsibility for all EEO policy matters.
- Ensures adequate resources are available to implement Army's EEO program.

## □Deputy for EEO Policy and Director, EEO Agency

- Develops Army-wide EEO policy.
- Evaluates EEO programs for effectiveness & compliance.
- Has oversight authority for non-discrimination in Federally-assisted conducted programs.
- Directs the EEOA staff.

## □Director, EEO Compliance and Compliance Review Agency

- Develops policy & programs for Army's discrimination complaint system.
- Adjudicates complaints of discrimination.



# EEO RESPONSIBILITIES (cont'd)

## Commanders

- Provide personal leadership(policy statements, AEP plans, program review & analysis).
- Provide sufficient EEO resources.
- Monitor EEO performance of managers and supervisors.

## EEO Officers

- Key advisor to the Commander on EEO matters.
- Administer a comprehensive & effective EEO program IAW DA policy.

## Chief of Engineers

Establish policy and procedures to eliminate architectural, transportation and communication barriers for persons with disabilities.

## CPAC Chiefs

- Implement recruiting & training requirements.
- Identify & develop strategies to eliminate employment barriers.



# EEO RESPONSIBILITIES (cont'd)

## □ **Labor Counselors**

- Provide legal advice on AEP policy and EEO complaints processing.
- Represent Army at investigations and hearings.

## □ **Managers and Supervisors**

- EEO is a critical element for performance.
- Ensure fair and equitable treatment & opportunity of all employees.
- Ensure non-discrimination in federally-assisted & conducted programs.

## □ **Special Emphasis and Employment Program Managers**

- Work under the guidance & direction of the EEO Officer.
- Focus on career enhancement & employment related events & eliminating underrepresentation in specific EEO groups.

## □ **Committees**

Support EEO and Special Emphasis & Employment Program Managers in

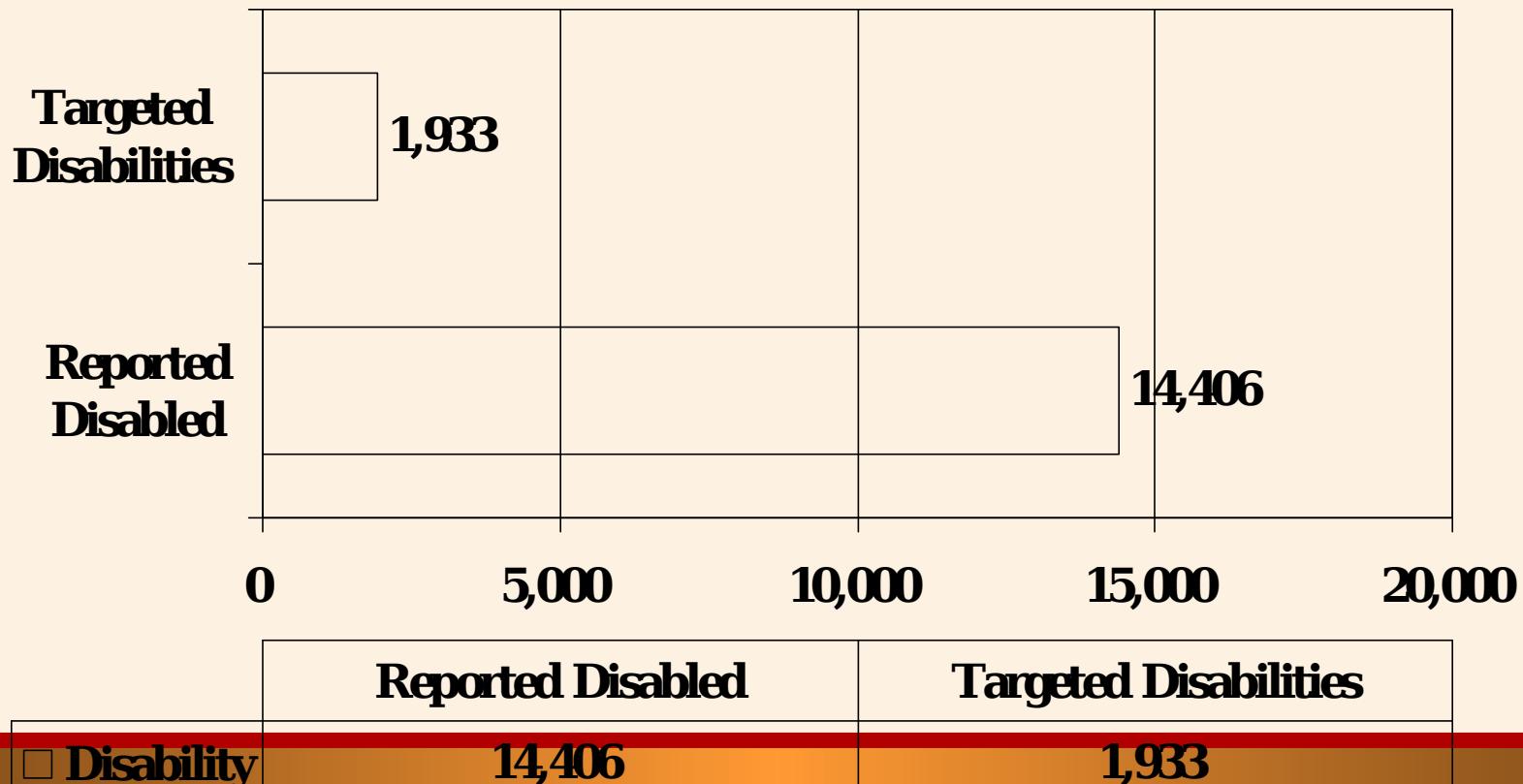


# Individuals with Disabilities

- Executive Order 13163 (Jul 2000)
  - ✓ Focuses on hiring & advancing qualified IWD within the federal government.
  - ✓ Based on current hiring patterns, expanded outreach efforts & accommodations.
- “Fair Share”:
  - ✓ DOD Goal = 32,000
  - ✓ Army Goal = 11,200 plus (next 5 years)



# Individuals with Disabilities





# Affirmative Employment

- Develop Army's AEP
  - Workforce Statistics
  - Conduct Army-wide AEP Training
- Modernization
  - HQ ACPERS
  - Modern CATS
  - Business Objects Training & Design



# Career Program 28

- Active versus inactive registrants
- Clogged referral lists
- Mobility & versatility in assignments
- Developmental opportunities
- “Hard-to-fill” EEO positions
- ACCES notification via email
- Intern Recruitment  
[www.cpol.army.mil](http://www.cpol.army.mil)



# EEO Training

- Web-based training
- Modifying current requirements
- DEOMI
  - All nominations to HQDA EEOA
- EEO requirement for managers & supervisors



# Minority College Relations Program (MCRP)

- Implement Presidential Executive Orders
- Institutionalize MCRPs throughout Army
- Attract, Recruit & Retain Faculty & Students
- Establish & Maintain Partnering Relationships
- Exchange Resources



# Business & Industry Clusters & Partnerships

**Jackson State  
University**

**Jackson, Mississippi**

**Lincoln University**

**Philadelphia,  
Pennsylvania**

**Tennessee State University**

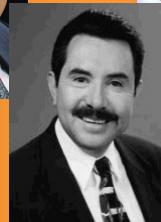
**Nashville, Tennessee**

**Fisk University  
Nashville, Tennessee**

**Florida A & M  
Tallahassee, Florida**

**Tougaloo College  
Tougaloo,  
Mississippi**

**Elizabeth City State  
University Elizabeth City,  
North Carolina**



**University of  
Arkansas Pine Bluff,  
Arkansas**

**North Carolina A & T  
Greensboro, North  
Carolina**

**Norfolk State  
University Norfolk,  
Virginia**

**Alabama A &  
M Normal,**

**Alabama  
Dillard University  
New Orleans,**

**Louisiana  
Southern University  
Baton Rouge,  
Louisiana  
Xavier University  
New Orleans,  
Louisiana**



# KIOSKS

On campuses & linked to USAJobs website.

- 13 KIOSKS

Alabama A&M, Normal, AL

University of Hawaii, Manoa, HI

Dine College, Tsile, AZ

Haskell Indian Nations University, Lawrence, KS

Dillard University, New Orleans, LA

Tougaloo College, Tougaloo, MS

Institute of American Indian Arts, Santa Fe, NM

Hostos Community College, Bronx, NY

Tennessee State University, Nashville, TN

Fisk University, Nashville, TN

St. Mary's University, San Antonio, TX

University of the Incarnate Word, San Antonio, TX



# Army's Workforce Profile

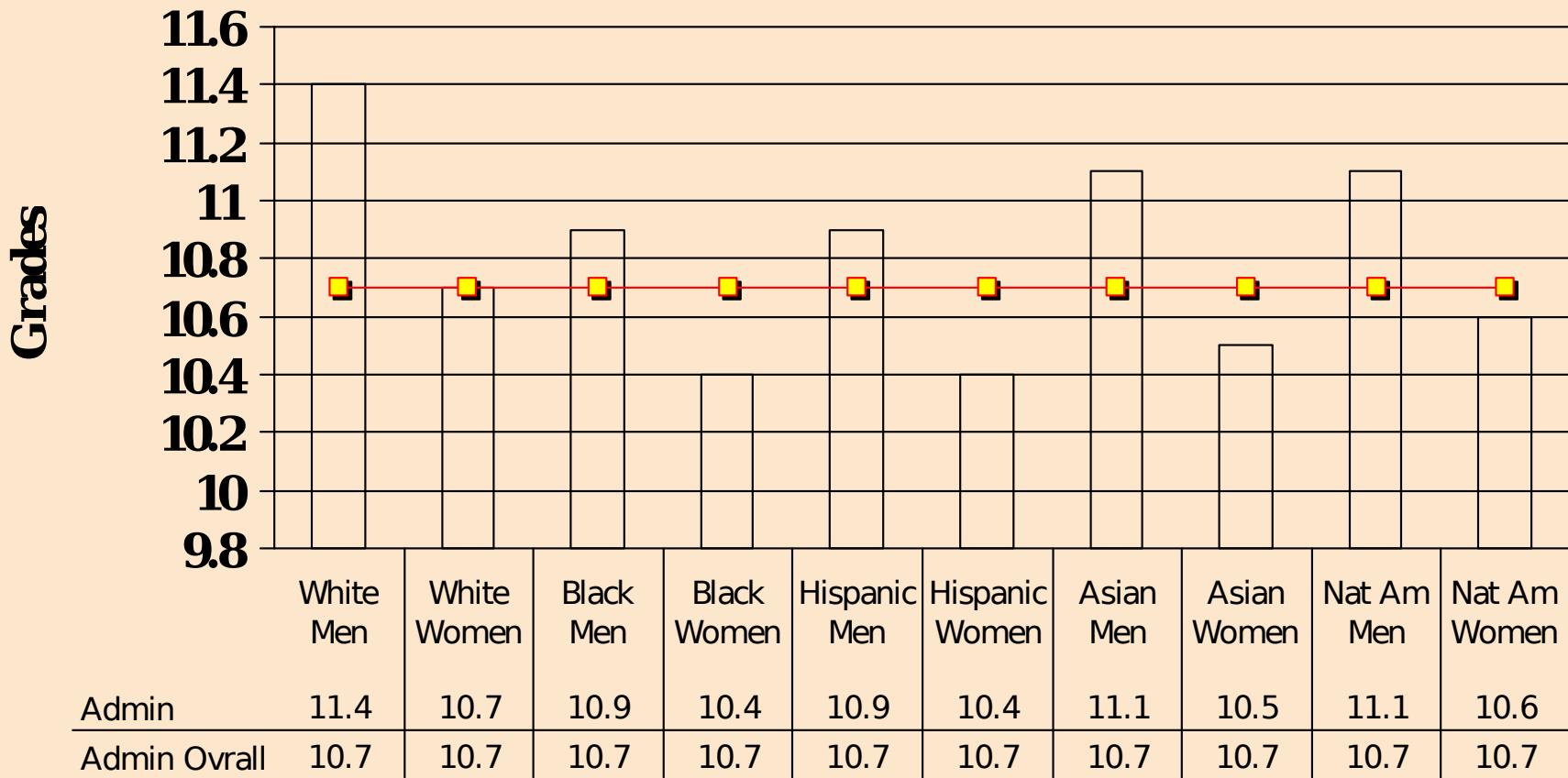


# Army Workforce Profile = 224,660

PATCOB	WM	WF	BM	BF	HM	HF	AM	AF	AIM	AIF	Total
Prof	24908	9774	1494	2181	1218	636	2235	933	183	109	43777
Admin	25201	17457	3777	4226	1517	1000	928	777	386	278	55681
Tech	10368	11345	2476	4969	1213	1218	465	850	163	234	33393
Clerical	2651	11271	1430	5166	504	1308	209	794	53	226	23698
Other	3181	136	568	39	350	12	76	5	70	6	4460
Blue Collar	23559	1339	4930	761	2907	185	770	156	559	49	35275
NAF	5884	8379	2877	4600	905	1745	1546	2232	79	127	28376

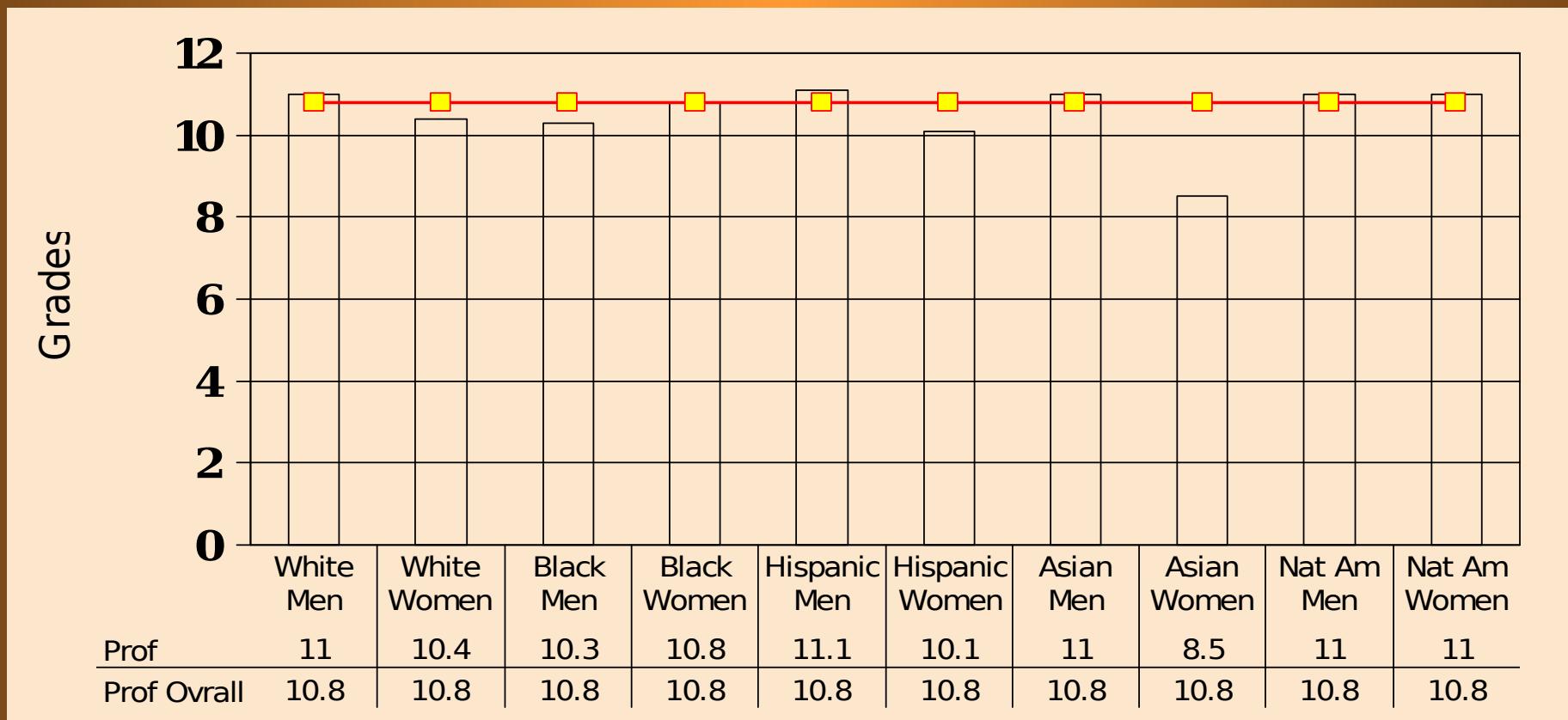


# Average Grade Administrative





# Average Grade Professional





# GS 13 -15 Profile

Grade	WM	WF	BM	BF	HM	HF	AM	AF	AIM	AIF	Total
13	11679	3720	792	681	519	140	712	163	107	37	18550
14	4179	944	205	137	120	26	194	47	24	8	5884
15	1694	289	69	24	34	4	54	8	19	3	2198
<b>Totals</b>	<b>17552</b>	<b>4953</b>	<b>1066</b>	<b>842</b>	<b>673</b>	<b>170</b>	<b>960</b>	<b>218</b>	<b>150</b>	<b>48</b>	<b>26632</b>



# SES Members by RNO & Gender

RNO	Men	Women	Total	Pct. Men	Pct. Women
American Indian/ Alaskan Native	1	0	1	0.41%	0.00%
Asian/ Pacific Islander	6	1	7	2.48%	0.41%
Black	7	2	9	2.89%	0.83%
Hispanic	1	1	2	0.41%	0.41%
White	189	34	223	78.10%	14.05%
Total	204	38	242	84.30%	15.70%
Minority	15	4	19	6.20%	1.65%



# SES Members by Function

Function	Am Ind Men	Am Ind Women	Asian Men	Asian Women	Black Men	Black Women	Hisp Men	Hisp Women	White Men	White Women	Total
Civ Pers									1	3	4
Comp							1		16	6	23
E&S(NC)	1		4	1	2			1	74	6	89
E&S(RC)			2		2				19	1	24
Legal					2				9	2	13
Logistics									18	2	20
PEO									9	1	10
Procurement						2			5	4	11
Other					1		1		36	10	48
Total	1	0	6	1	7	2	2	1	187	35	242



# SES Members by Command

Command	Am Ind Men	Am Ind Women	Asian Men	Asian Women	Black Men	Black Women	Hisp Men	Hisp Women	White Men	White Women	Total
AMC			3		1				58	11	73
ARSTAF									22	4	26
DoD/Jt									2		2
FORSCOM	1								2	1	4
MDW									2		2
MTMC									2		2
OSA					2	1			42	10	55
OTSG		1	1	1	1			1	5		9
PEO									9	1	10
SMDC					1				5		6
TRADOC									8	2	10
USACE			2		2	1	1		25	5	36
USAREUR									7		7
Total	1	0	6	1	7	2	1	1	189	34	242



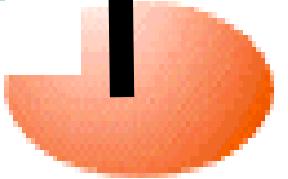
# EEO Discrimination Complaint Activity

	FY99	FY00	FY01
Informal	2846	2891	2950
Formal	1411	1346	1330
Findings	5	6	20

What is . . .

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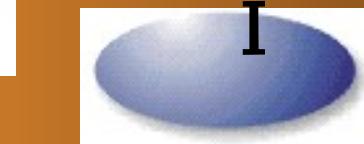


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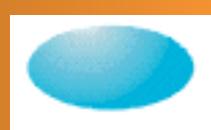
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# Diversity *defined* . . .

...a workforce comprised of individuals from multiple segments of society who work in an environment in which all collaborate to achieve common organizational objectives, while succeeding individually.

## The goal is...

...to improve the effectiveness of human resources, individually and organizationally, so that all members contribute to their maximum potential.

# Components

Gender  
Ed Level  
Marital Status  
Race  
Religion  
Sexual Orientation  
Color  
Political Affiliation  
Social Status  
Thinking styles  
Disability  
Etc.

V E R S U S

# Enablers

- Affirmative Action
  - EEO
  - Outreach
  - Mentoring
  - Leadership Buy-in & Commitment
- 
- The word "VERSITY" is displayed in large, bold, black letters. Each letter is surrounded by a colored oval shadow: D (green), I (orange), V (purple), E (blue), R (green), S (grey), I (blue), T (pink), and Y (blue).
- 
- At the bottom center of the slide, there are three overlapping ovals: a light blue oval on the left, a dark blue oval in the middle, and a white oval on the right.



# Why Diversity Makes Sense for Army?

- ✓ 'War for Talent' Engagement
- ✓ A Business Imperative
- ✓ Parallels Army's EEO Vision & Goals

✓ Emphasis on Outreach

Programs



# AA v. EEO v. DIVERSITY

## Affirmative Action

Takes positive, legal action to overcome discrimination.  
Necessitated by discrimination.  
Mandated by executive orders & judicial decisions.

### Desired Outcome

...temporary actions and remedies are taken to overcome discrimination and employment barriers. The workplace begins to reflect the population served

## Equal Employment Opportunity

Provides open & fair consideration to all.  
Necessitated by past history of discrimination.  
Mandated by law.

### Desired Outcome

a workplace free of discrimination with equal opportunity for all.

## Diversity

Recognizes & values differences.  
Organization views & accepts differences as assets.  
A voluntary pro-active tool for managing the workforce.

### Desired Outcome

...leadership, productivity, & quality work is obtained from a heterogeneous workforce.



# The Matures

- Born 1930's - 1940's; age 56 to 70
- Fully immersed into the work force
- Downshifting toward retirement

## *Motivators:*

- Cradle to grave job security
- Ability to maintain modest lifestyle
- Value time, health, peace of mind

The Next Generation Profile



# *The Baby Boomers*

- Born 1946 - 1964; age 37 to 55
- Largest demographic group
- Experienced downsizing, restructuring & early retirement

## Motivators:

- Making more money
- Having more responsibility
- Acquiring more status, prestige, power

The Next Generation Profile (cont'd)



# Generation X

- Born 1965 -1975; current age 26 to 36
- Fully immersed in workforce
- Career exploration - not loyalty focused

## Motivators:

- Mentoring & coaching
- Flexibility
- Training opportunities
- Continuous personal growth

The Next Generation Profile (cont'd)



# The Millennials

- Born 1976 - 1985; current age 16 - 25
- Many just entering the workforce (entry level positions)
- Technology savvy

## *Motivators:*

- Technology driven
- Challenging work that is not menial or below perceived level of competence
- Mentors



# ***Generation Y***

- Born 1986 and after; current age is 15 and below

*Motivators:*

???

The Next Generation Profile (cont'd)



# Challenges for Today's

- Recruitment and

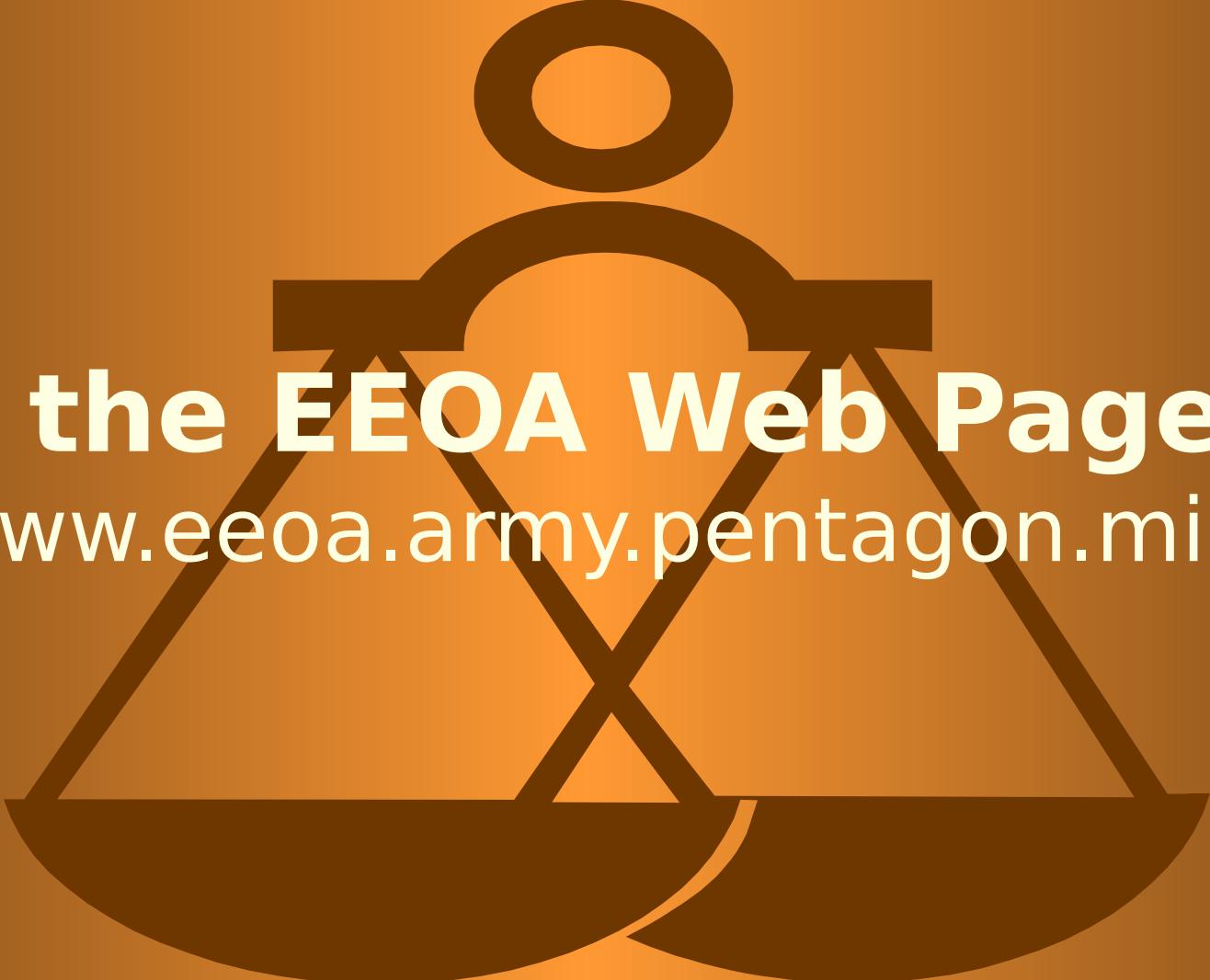
Retention

- Succession Planning
- Leader Development
- Skills Imbalance
- Graying Work Force



# Hot EEO Topics

- Management Accountability
- FEAR Act of 2001
- Allegations of Reprisal
- Rapidly Changing Workforce Demograph



Visit the EEOA Web Page at:  
[www.eeoaa.army.pentagon.mil](http://www.eeoaa.army.pentagon.mil)

